

Read Free Employment Law For Human Resource Practice 4th Edition

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This edited book is intended to address the need for an updated look at the HRM legal and regulatory environment. Contrary to existing books which address legal issues in HRM from a narrower focus or specific issue (like sexual harassment, performance appraisal or employment termination), this book provides a comprehensive and in-depth look at legal issues, regulations and laws which govern all aspects of human resource management—recruitment, selection, placement, performance management (i.e., employee training and development), benefits and compensation—and specific issues such as job analysis, sexual harassment, and the like. The contributors to this book offer their insight derived from their own research and practical experience with the HRM legal and regulatory environment/world of work. More specifically, the contributors examine, analyze and discuss challenges, issues and opportunities related to HRM legal and regulatory issues and the implications for employees and their organizations while emphasizing the importance of navigating such laws and regulations to the employment cycle and toward sustainable competitive advantage in today's and tomorrow's organizations. Multinational corporations face considerable complexity in setting the terms and conditions of employment. Differing national laws prevent firms from developing consistent sets of employment policies, but, at the same time, employees are often expected Modern Employment Law covers all aspects relating to the employment relationship between employer and employee at both individual and collective levels. All chapters are absorbing and exact, with nuanced topics such as unfair dismissal, discrimination and trade union law being explored from several different angles. Pedagogical features such as Thinking points and Further reading sections enable students to consolidate and extend their knowledge. Though primarily aimed at LLB students, this book offers a wide-ranging, accurate, authoritative, contemporary and readable guide to modern employment law for all students of the subject, at both undergraduate and postgraduate level. Although a collaborative effort, each author focused on specific areas of employment law. Ann Lyon examined the statutory rights of employees including topics such as redundancy, unfair dismissal and discrimination and equal pay issues. Charles Barrow had primary responsibility for the introduction, the majority of the contract of employment chapters and the collective aspects of employment law.

Packed with cutting-edge cases and hands-on applications, Walsh's EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 6E explains the major issues and rules of employment law in understandable terms. Readers learn how laws impact careers for both managers and employees. The book addresses legal issues for each stage of employment, from hiring and managing to firing. Current news stories and real cases help readers understand how legal concepts apply to today's actual workplace. Each chapter ends with a summary of practical advice for managers. Coverage

addresses the most important topics of employment law including the latest legislation, regulations and case law. Readers learn how to prevent discrimination and harassment, accommodate disabled employees, provide family and medical leave, comply with wage and hour laws, and avoid wrongful terminations and other common legal issues. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

In today's world economy Human Resource Professionals, Managers and Supervisors are required to make decisions faster and provide rapid turnaround of information regarding employees. Information will come from the many stakeholders in the organization, such as customers, employees, unions and governmental agencies, all this requiring these individuals to collect and distill the salient points quickly in order to reinforce employee behavior. Human Resource Professionals, Managers and Supervisors must also provide employees with the proper information required of them to accomplish their assigned tasks. Today's Human Resource Professionals, Managers and Supervisors are therefore required to be knowledgeable of the laws that affect human resource and/or labor management regardless of her/his degree of experience in human resource matters. This knowledge forms the structure that they must operate within when dealing with the employees in their care. This fourth edition brings into one place the general knowledge to accomplish this difficult task.

Understand the theory and practical application of UK employment law without the need for any prior legal knowledge. Written specifically for HR and Business students, Introduction to Employment Law is a clear and accessible guide to employment law and how it applies in practice. Covering everything from employment tribunals and discrimination to redundancy and termination of employment, this textbook doesn't assume any prior knowledge of the UK legal system and equips students with all the knowledge and skills that they need to take forward into the workplace. Fully revised with all the latest cases and legal developments, this new edition includes coverage of hot topics such as defining employment status in the gig economy, gender pay reporting, the General Data Protection Regulation (GDPR) and the legal implications to be considered with Britain's withdrawal from the European Union. Packed with pedagogical features to consolidate learning including chapter objectives, tasks, 'explore further' sections, key learning points and examples to work through, as well as a dedicated study skills chapter, Introduction to Employment Law is essential reading for all students studying the CIPD Level 5 Intermediate module in employment law as well as being a useful resource for those studying at level 3 and an accessible introduction for level 7 and those on undergraduate and postgraduate courses needing a thorough grounding in employment law. Online resources include lecture slides, case studies, multiple choice questions, annotated weblinks and an instructor's manual.

Lewis has updated his widely recommended text to take full account of all legislative changes that have come into effect since

publication of the previous edition.

Directed primarily toward law or management college/university students, this text also provides practical content to current and aspiring industry professionals. Moran approaches employment law with a focus on discrimination and employment regulation, presenting the principles of law in a logical succession and illustrating those principles with engaging real-world applications.

Employment Law is a practical guide to understanding and applying the law effectively at work in the UK. Tailored to the needs of practitioners it offers a complete overview of the fundamentals of employment law, examining its importance for an organization, its employees and the HR function. Using a combination of practical tools, assessments, scenarios and case studies from best practice it will build your legal knowledge of key areas including immigration, employing temporary staff, changing contracts, discrimination, equal pay, family rights, redundancy and much more. Employment Law is part of the HR Fundamentals series, offering practical advice to HR professionals starting out in their career, completing CPD training or studying for their professional qualifications with the CIPD. It is the ideal companion to Employee Relations, also by the same author.

A comprehensive HR guide for employers, HR professionals and managers. This Florida-specific Human Resources Management manual was updated on Feb. 2016. Locally authored by Stearns Weaver Miller Weissler Alhadeff & Sitterson. Covers everything from pre-hire through post-termination. Written in plain English and easy to understand. Official resource of the Florida Chamber of Commerce.

Employment Law, 2nd edition examines the relevant statutes, judicial decisions, executive orders, and administrative policies that shape the respective rights of managers and workers at the workplace. It goes well beyond simply stating what is legal and what is illegal, assuming that the student or professional needs to understand the principles underlying the law so that he or she can evaluate an organization's decisions against those principles. A practical but rigorous guide to US employment law, thoroughly updated for this second edition Includes wide use of case material and administrative regulation, including new cases illustrating the continued application of disparate treatment and disparate impact analysis, and more current examples of grooming Each chapter covers historical, social and economic factors giving rise to government intervention in employment relationship; evaluates relevant law policy; discusses of basic legal principles; and considers how law affects HR management Includes new material on gender and leave issues in employment; EEO classifications; employment of the handicapped; courts and affirmative-action; employer involvement in employee non-work activities; drug testing and the law; and inclusion of recent legal doctrine. Oriented both to students taking a course in employment law and to human resources professionals who need to deal daily with matters that have legal significance.

Written by Shawe & Rosenthal, a law firm with a nationwide practice in management labor and employment law, located in Baltimore, MD. This firm represents thirty Fortune 500 companies throughout the United States. This handy deskbook will make employment law accessible to the human resources professional. • Covers every stage of the employer/employee relationship, from the initial employment application through termination • Written in a clear, straightforward manner offering solid guidance for complying with the law and for recognizing those practices that may give rise to legal action • Discusses the entire range of important issues confronting employers: drug and alcohol testing, sexual harassment claims, employee benefits • Incorporates practical material throughout including checklists, charts, tables and sam-

ple forms • Provides a state-by-state summary of key employment-related statutes

Never HIGHLIGHT a Book Again! Virtually all of the testable terms, concepts, persons, places, and events from the textbook are included. Cram101 Just the FACTS101 studyguides give all of the outlines, highlights, notes, and quizzes for your textbook with optional online comprehensive practice tests. Only Cram101 is Textbook Specific. Accompanys: 9780324594850 .

The SHRM Essential Guide to Employment Law is your One-Stop Legal Reference to Employment Law. It simple, straightforward language on everything HR professionals, employers, and small business owners need to know about their relationship with their employees in order to comply with the law and protect themselves and their business from legal action. Covering more than 200 workplace law topics, the Guide provides an overview of U.S. workplace laws, regulations, and court decisions that employers, large or small, are likely to face, as well as what pitfalls to anticipate and when to seek professional advice. Each chapter offers general principles, highlights key issues, and provides specific examples and suggestions to help make the employer-employee relationship run more smoothly.

The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues. You'll know what to do (and what not to do) to avoid costly mistakes or oversights, confront HR problems - legally and effectively - and understand the rules. The Complete Guide to Human Resources and the Law offers fast, dependable, plain English legal guidance for HR-related situations from ADA accommodation, diversity training, and privacy issues to hiring and termination, employee benefit plans, compensation, and recordkeeping. It brings you the most up-to-date information as well as practical tips and checklists in a well-organized, easy-to-use resource.

Written especially for HR professionals and business people, California Employment Law: An Employer's Guide is the essential resource for avoiding the many perils and pitfalls California employers face. Comprehensively updated to address new developments, the 2019 Edition features: new independent contractor test; new harassment training requirements; class-action waivers in arbitration agreements; new rules on national origin discrimination; requirement that employees be paid for minimal preparation and concluding work; clarification of rules regarding salary history inquiries; new NLRB standards for employee conduct policies; requirements for lawful time clock rounding; rules for rest break pay for commissioned and piece-rate employees; and new rules regarding lactation breaks.

The SHRM Essential Guide to Employment Law is your One-Stop Legal Reference to Employment Law. It simple, straightforward language on everything HR professionals, employers, and small business owners need to know about their relationship with their employees in order to comply with the law and protect themselves and their business from legal action. Covering more than 200 workplace law topics, the Guide provides an overview of U.S. workplace laws, regulations, and court decisions that employers, large or small, are likely to face, as well as what pitfalls to anticipate and when to seek professional advice. Each chapter offers general principles, highlights key issues, and provides specific examples and suggestions to help make the employer-employee relationship run more smoothly. The Second Edition features scores of updates and new content, including: • New NLRB rules • New state law limitations on inquiring about salary history • Compliance for telework • Lawfulness of provisions in severance and release agreements • Department of Labor's change of position on volunteer workers • New state laws limiting or prohibiting non-compete agreements • and much more!

Employment Law 4e is the most complete and accessible introduction to the subject, suitable for students from a variety of backgrounds including HRM and business management. The expert author team combine a wealth of knowledge in teaching, examining, and practising employment law to ensure the reader has a firm understanding of legal principles, in both an academic and professional context. Case exhibits in every chapter illustrate employment law in action, whilst activities test the reader's understanding of the law and its application in the real-world. Together, they enable students to effectively develop their knowledge of current legislation and maximize their learning. In addition, a dedicated chapter on preparing and presenting a case gives the reader a unique opportunity to demonstrate their understanding using a fictional scenario, through which they can gain a greater insight into the challenges faced by those required to prepare and deliver a case before an employment tribunal. As a result, Employment Law 4e is an essential textbook for students seeking to develop their academic and professional skills, as well as foster their understanding of a subject that directly affects business managers and their employees. Online Resource Centre This book is supported by an integrated Online Resource Centre. For students:

- Test your understanding and receive instant feedback with our range of multiple choice questions.
- Source relevant and reliable further reading using our publications briefing resource.
- Keep informed of changes to the law with our regular updates from the authors.

For registered lecturers:

- Access additional case studies and questions to support your teaching.

The Employment Law Review, edited by Erika C Collins of Proskauer Rose LLP, serves as a tool to help legal practitioners and human resources professionals identify issues that present challenges to their clients and companies. As well as in-depth examinations of employment law in 48 jurisdictions, the book provides further general interest chapters covering the variety of employment-related issues that arise during cross-border merger and acquisition transactions, aiding practitioners and human resources professionals who conduct due diligence and provide other employment-related support in connection with cross-border corporate M&A deals. Other chapters deal with global diversity and inclusion initiatives across the globe, social media and mobile device management policies, and the interplay between religion and employment law. Contributors include: Els de Wind, Van Doorne; Annie Elfassi, Loyens Loeff. "Excellent publication, very helpful in my day to day work." - Mr Frederic Thorat, Head of HR, BNP Paribas "Excellent coverage and detail on each country is brilliant." - Mr Raani Costelloe, General manager of Legal and Business Affairs, Sony music Entertainment, Australia "An excellent resource for in-house counsel for a company with an international footprint." - Mr John R Pendergast, Senior Counsel, BASF Corporation, USA "It's invaluable to any lawyer dealing with cross-border and privacy-related employment issues and is a cornerstone to my own legal research." - Oran Kiazim, Vice President, Global Privacy, SterlingBackcheck, UK

Packed with the most current cases and examples available, EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 5E addresses human resource practices associated with each stage of the employment process--from hiring, to managing, to firing--as it emphasizes the application of legal concepts to business situations. News clippings, hypothetical situations, and other hands-on applications offer students opportunities to develop issue spotting, critical thinking, and legal reasoning skills that will be integral in their future careers as human resource managers. Covering the most important employment law topics, the Fifth Edition is completely up to date with the latest legislation, new regulations, and

recent case law. It includes extended coverage of the rights of vulnerable employees under the Americans with Disabilities Act, racial discrimination, the use of background checks, the Family Medical Leave Act, and more. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Drafting Tribal Employment Laws & Handbooks is a practical guide to drafting comprehensive tribal employment laws and the policies included in tribal government, casino and enterprise handbooks. The book explains why this is important and illustrates how to get these documents created and accepted. The book will help tribal leaders, administrators, lawyers, directors and managers either create these laws and policies or improve the laws and policies presently on the books. Drafting Tribal Employment Laws & Handbooks complements Mr. McGee's previous book A Guide to Tribal Employment (Xlibris 2008).

Employment Law is the core textbook for the CIPD Level 7 Employment Law module. It takes the reader step-by-step through everything that they need to know, including the formation of the Contract of Employment, discrimination, health and safety in the workplace, unfair dismissal and redundancy. Easy to read and navigate, and full of case studies and useful examples that encourage deeper thinking, this fully updated 15th edition provides a thorough theoretical grounding in employment law that can be applied in practice. This new edition of Employment Law is completely up to date with the latest cases and legislation, including zero hours contracts, migrant workers' rights, shared parental leave and Brexit and provides an up-to-date analysis of anti-discrimination law, the national living wage and the 'Transfer of Undertakings (Protection of Employment) Regulations 2006' (TUPE). Online resources include a lecturer guide, powerpoint slides, multiple choice questions and extra case studies to support learning and enable students to apply the theory in practice.

EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 4E, International Edition explains the major issues and rules of employment law and how they apply to your human resource career. Clippings of current news stories and events, hypothetical situations, and real cases help you understand how the law applies to each stage of employment—from hiring, to managing, to firing—and emphasize the application of legal concepts to future business situations. Practical advice for what to do as a manager is conveniently summarized at the end of each chapter.

The purchase of this ebook edition does not entitle you to receive access to the Connected eBook with Study Center on Casebook-Connect. You will need to purchase a new print book to get access to the full experience, including: lifetime access to the online ebook with highlight, annotation, and search capabilities; practice questions from your favorite study aids; an outline tool and other helpful resources. p>Contemporary Employment Law, Fourth Edition, is a straightforward approach to learning the legal essentials of managing a modern workforce, through a practical, balanced discussion of employment and labor law. Designed for a one-semester course that covers the major aspects of employment and discrimination law, the text begins by identifying the differences between employees and independent contractors. In a three-part format, the authors cover the Employment Relationship, Equal Opportunity Laws, and Employee Protections and Benefits. The text is written with the student in mind, with interesting examples, concept summaries, modern topics and issues, and a clearly written narrative approach to the material. The revised Fourth Edition continues to provide the information students need in a practical and contemporary text. New to the Fourth Edition: New summary charts provide helpful overviews of complex topics: Recruitment, Selection, and Testing at the end of

Chapter 2 Remedies for Discrimination Claims at the end of chapter 4 Post Hire Employment Discrimination Claims at the end of Chapter 5 Leaves of Absence at the of Chapter 11 Wage and hour claims at the end of Chapter 14 WARN Mass Layoffs and Plant Closures at the end of Chapter 14 The most up-to-date developments in employment law, with new statutes, regulations, and Supreme Court cases, including those on gender orientation and transgender status. An updated glossary which makes it easier for students to find definitions of the important terms discussed in the text. Updated forms. Professors and student will benefit from: Rich pedagogical design Landmark as well as current cases, edited to give attention to the key points while using the actual language of the court in its decision Every briefed case includes thought provoking Focus on Ethics questions Sample forms used in employment law and human resource practice are placed throughout the text and enable students to appreciate how a concept is applied in the real world. Practice problems for exam review that facilitate student learning Teaching materials In-

clude: Instructor's Manual Test Bank PowerPoints

"The revised fourth edition features changes in the Employment Standards Act and Bill 148 (Fair Workplaces Better Jobs Act). Bill 148's passage also impacts the content in numerous other chapters and the changes to the ESA resulting from Bill 47 will result in updates to the Employment Standards Act chapter. "--

"An A-Z reference encyclopedia, with more than 200 entries defining and explaining employment and labor law topics. The entries combine a summary of the law with real life case references, pop culture references, and statistics and trends"--Provided by publisher.

Never HIGHLIGHT a Book Again! Virtually all testable terms, concepts, persons, places, and events are included. Cram101 Textbook Outlines gives all of the outlines, highlights, notes for your textbook with optional online practice tests. Only Cram101 Outlines are Textbook Specific. Cram101 is NOT the Textbook. Accompanys: 9780324594850